Preserve V

App. F. IX-4

1932. 25/4/46

File No. 133/32

Previous References

(SHA)

Serial Nos. 1

Med 183 – 26 (1–?)
Agt 82 – 24 (3–6)

Later References

SHA 313 – 32
139-34 (1,2.6)

General and Revenue Secretariat.

Serial Nos.

Part B for September 1932

SUBJECT.

Maternity leave to women employees of the Sericultural Deptt.

8(1) to Comptr. Dir of Agt, Senior Surgeon, Dir of Pub. Hlth 26.9.32

Others Agt Ship on the Nos.

18/11/32

4013/H.

Maternity leave to Women employees in the Sericultural Department.

General and Revenue Secretariat

File No. 79 4013 of 193 .

[App. F. III—2

Serial No.

Seri

Letter no D2-94/31.32 dt 27.2.32 / 1.3.32 from the Director of Industries and Commerce re. the grant of Maternity leave to the women employees of the Sericultural Section of his Department.

The points for orders are:-

1) Whether the Director of Industries and Commerce may be empowered under Article 196 M.S.R. to grant Maternity leave to the women employees ~~of his Department~~ under his Control.

6655 4/3

2) Whether his action in granting 3 months' Maternity leave to a Lady Weaving Demonstrator, may be approved

(Fin'l Secy) vtm 4/3

KW 3.3.32

3) The Dir. of Ind. & Com. may be empowered like the S. S. Govt. to grant Maternity leave to his subordinate up to one month.

2) May be approved.

(1st member / Hon Secy) 1/2 2/3 vtm 5/3

4) In the case of those on regular Service the power may be given. MJ. 5/3

Dept in the case of operatives etc. at Cheluvapuri how this question arises as they are paid by the day & are entitled to no leave

53524

NOTE—Contn. Sheet.

WD 70—GBPM—60,000—13-8-31

234-0

File No. of 193 .

General and Revenue Secretariat

5 Submitted. The Operatives belong to the regular establishment of the Industries and Commerce Department — Some to the permanent and others to the temporary establishment. They are not paid daily wages but draw monthly pay or salary. This is borne out by the provision in the budget (Page 161) The administrative Secretariat may perhaps be consulted also on this subject

M
12.3.32

Dev: for with compliments for noting in the member's minute supra)

W 14/3 Sri... with reference to member's minute para 4 supra

Reference is invited to letter of 5.1.25 from the Director of Agriculture stating & orders thereon that women employees in the Sericultural deptt (excepting the employes of the filature) are permanent.

W 14/3

From the Director of Industries and Commerce, No Dz-94/31-32 D 11.3.1932 Stating that the Lady Weaving Demonstrator Sri Puttamma has since

Kind attention: invites to A&E D2-24-3 whereon it will be seen that these women operatives are treated as permanent and pensionable;

Whereas Sri. Dy was under the Control of the Dir. of Agri; he may enjoy the Maternity benefit to women employes under Rule 19 b-ii A&E.82-24-b of 8.9.25 N.W.F.P. Civil Code is transferred to the Control of the Dir. of Ind. he may also enjoy by analogy H. 14.3.32

W

General and Revenue Secretariat

4013/1158

Maternity leave to Women Employees in the Sericultural Department.

[App. F. III—2

File No. FI 4/5 of 193 1.

Serial No.

Secy.

applied for extension of the materni leave by one month leave on and 15 days' furlough on average Salary from 27.1.1932 to 5.4.1932 and solicits sanction of Govt thro' Submitted. The extension of leave is supported by a Medical Certifica

15.3.32

Ref: paras 4 & 5 supra

Fur' leave) 16/3

To Dev Secy with compliments

17.3.32

17/3

9) (1) The Extension of leave may be sanctd

(2) Period of the Dr. to be supernumy & furlough in such case may be allwd.

18/3

Secy

10) 15/3/32 Secy 21/3

19/3

Secy 19.3.32

11 Draft Submitted for Consideration. May if approved returned to Secretary for perusal.

29.3.32

Dev Secy

Fur Sec'y with compts

29/3

30/3/32

13 June 31/3

WD 70—GBPM—60,000—13-8-31 12 Please see addition suggested

Madras - Vide para 3 supra

31.3.32

31/3

NOTE—Contn. Sheet.

4

File No. of 193 . General and Revenue Secretariat

G030

14 For perusal of Fnl Secy's addn. & the draft. The Fnl Secy is of opinion that a period of one month is enough.

mg 7.4.32

(1st Member)

15 One month is not enough in any case. A period of two months is the least and DPG has power to grant leave for two months. Cannot the Dir be given the same power? The Senior Surgeons power is limited to one month and it is not clear why. The ordinary cases calling for this concession being the same in all Depts it is best to have one uniform rule in the case of them all.

7.4.32

16 Please issue the Dfts as above.

mg 8/4

17 Please put up typed draft as revised.

8/4/32

18 Typed draft. Invited this may perhaps be referred to Hr Secy: for perusal of Members previous action - vide Members Minute dated 7.4.1932 above.

Vide 6.4.32

9.4.32

20 The Hr Secy has directed personally that this file may now be returned for issue of the draft typed for issue. Back for issue. Ave ship.

9/4/32

Fnl Secy with Compts

9/4

Hr Secy Ave ship may be put up -

12/4

7E 4283/12-4-32

Supt Dev. Dir with compliments

General and Revenue Secretariat

File No. 79 of 193 4593/32

Serial No.

21/ May the Draft on the file now come

KB
12.4.32

2nd Issue

KB
12.4.32

12/4/32

YPING SECTION
14 APR 1932
& REV SEC'T.

Pl. Cur. 2086
12.6.

2nd Issue has agreed:
Mysore & Travancore.

23rd Issue
19/4

19/4

Communicated
BRS
19/4

2 G.O. No. D. 5138-98 16.4.32 sanctioning the recommendations of the Dir. re grant of Combined leave to Sri Puttiamma and the Dir. being empowered to grant maternity leave to certain women employees.

21/ To the Pl. Branch for favour of further action re issue of A.C. Slip vide M.S.R. (Vide para 20)

KB. 31.5.32.

Pl. for with Compts.

KB
31/5/32

KW
1/6

25) Submitted with reference to paras 15 and 19 supra. The power of granting Maternity leave under Article 196 M.S.R having been delegated

NOTE—Contn. Sheet.

to the Director of Public Instruction he can sanction such leave up to 3 months. Whether it is necessary to amend the Article so as to restrict his power to granting only 2 months such leave is for orders. ~~If not an Order~~ If the rules is so to be made uniform, the D.P.I. the Director of Industries and Commerce and the Senior Surgeon have all to be empowered to grant either 2 or 3 months Maternity leave. They may perhaps be empowered to grant such leave in the case of gazetted officers also if any in their Depts.

9456/30/6

M 28/6

26) Jun'ters) Asst 29/6

27) Submitted with reference to Financial Secretary's oral orders.

28) Kind reference is invited to Senior Surgeon's letter D/ 25.9.1926 (Flag B.) He requested that he may be empowered to grant Maternity leave for a period not exceeding one month to the gazetted women employees of his Department (perhaps assuming that he can

Med. 14-26-546.

Serial No.

Flag Q.

of his own accord Sanction Maternity leave to nongazetted women employees under Art. 473 (a) M.S.R) But the Correction Slip that has issued to Art. 196 would appear to restrict his power to granting such leave up to one month both in the Case of gazetted and nongazetted employees and without incurring extra cost

29) In the Case of the Director of Public Instruction his powers are that he may grant leave up to one month to gazetted employees and make in charge arrangements to carry on the work of the absentee (ie he may incur extra cost) To nongazetted officers he Can grant leave up to 3 months So if the rule should be uniform there heads of Departments ~~should~~ be may be empowered to grant leave up to one month to gazetted employees and up to 3 months to nongazetted employees though involving extra cost in both the Cases.

30) In this connection it is submitted that the Senior Surgeon ~~Dr~~ Dr. Mahomed ~~Elsmon~~ Elsmon wrote in 192 (Flag T.) ~~to~~ that one months' leave

NOTE—Contn. Sheet.

WD 70—GBPM—60,000—13-8-31.

Delegation of Power re. grant of Maternity Leave.

File No. of 193 . General and Revenue Secretariat

from the date of Confinement was found to be enough in all Normal Cases at and that in exceptional Cases involving Complications etc. a months extension could be granted when the application was supported by a proper medical certificate. Whether this Suggestion may not now be adopted in Consultation with the present Senior Surgeon if necessary, is for Consideration. If this is adopted the Heads of Departments concerned may perhaps be empowered to grant the leave themselves both in the Case of gazetted and non-gazetted Women employees, without the matter coming up to Government.

18.7.32

31) Ful Secy 18/7

We may I think have a uniform rule allowing all Heads of Depts mentioned in Appx I Sometimes leave to non-gazd women Employees under them to the maximum limit and upto one months for gazd Subordinates marking in charge arrangements for the latter. We may obtain the opinion of the present S.V.S. about the opinion given by Dr Usmani and if any change is necessary a entry in article 195 Med. on this point for have however said once before that no change is necessary.

That the period of one month is Enough

32) We may Consult the Senior Surgeon

18 Months

2 3077 Sec 3077

Sec 5.8.32

Serial No.

33) Draft submitted
2
2.8.32
3

34) It seems better to cancel the Senior Surgeon unofficially. Draft, if will be done
Fur[illegible]) HM 4/8

35) K 6/8

H.P. 84 9/8/32

36) Forwarded with compliments unofficially to the Senior Surgeon for favour of opinion.

By order
Asuvera Rao
8.8.32 for Financial Secretary

I.C. 47-1/19.8.32.

37) I do not agree in the view that only one month's maternity leave will be enough in all normal cases. At least 2 months' maternity leave would be quite necessary.

FINANCIAL SECRETARY
19 AUG 32
No.

HM 19/8

38) I would propose that all the Heads of Departments may be empowered to grant maternity leave to the non-gazetted married women employees of their Department for a period of 2 months, which may, in special cases, on production of medical certificates, be extended by another month.

39) In case of gazetted officers, the Heads of Departments may be empowered to grant one month's maternity leave as in the case of privilege leave; cases requiring longer leave being sent up to Government for sanction.

40) I may note that the correction slip issued to Article 196 restricts the power of the Senior

NOTE—Contn. Sheet.

Senior Surgeon to grant maternity leave upto only one month. A kind perusal of this office letter No. C.614-7 dated 25-9-26 (Please vide correspondence ending with Government Notification No.G.4179/Med. 23-10-26) will show that sanction of Government was sought to empower the Senior Surgeon to grant Maternity leave upto one month in the case of Gazetted Officers of the Medical Department. The omission of the words " Gazetted Officers" in the correction slip seems to have given occasion to the interpretation that the Senior Surgeon is empowered to grant Maternity leave for only one month even to Non-Gazetted Officers.

16 SEPT. 1932
No. 1235

S. Subbarao.
SENIOR SURGEON.M.G.

Reference para 32 supra. The proposal of the Senior Surgeon in paras 38 and 39 supra may perhaps be accepted. A draft a.c. slip accordingly is put up for approval or other orders.

The question of incurring extra cost will for the present be governed by the Economy order.

2.9.32

7/9

9/9/32

Draft approved

Is this leave in addition to other kinds of leave? If so, we may consider whether it is necessary to allow it in addition, or in lieu of other kind of leave to which the officer is entitled. It may

9.9.32

Serial No.

The approved draft may perhaps issue
The further question raised will be worked up separately.

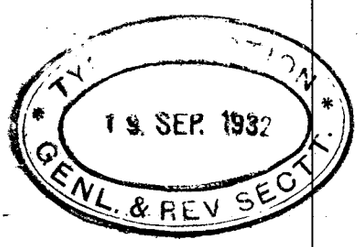
M
13.9.32 AH

Is the draft issue?

Fin Secy) 15/9

yes.
M
17/9.

Issue 19/9



1 No FL 1916-19 dt 26.9.1932

B

Included in 75th List of corrections Slips.
M
19.11.32

NOTE—Contn. Sheet.

Telegraphic Address.—"INDUSCOM."

GOVERNMENT OF MYSORE.

DEPARTMENT OF INDUSTRIES AND COMMERCE.

Seri 79-31-1

In reply please refer to
No. D2-94/31-32
Encl,

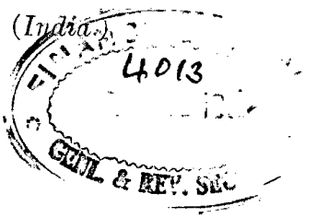
OFFICE OF THE DIRECTOR,

Dated, Bangalore, 27th Febry. *193* 2.

1 — 3 —

FROM

N. RAMA RAO, Esq., B.A., B.L.,
Director of Industries and Commerce in Mysore,
Bangalore, (India.)



To

Rajasevaparayana
B. Srinivasiengar, Esq., B.A., B.L.,
Financial Secretary to the Govt. of Mysore,
Bangalore.

SIR,

Grant of Maternity leave to women employees of the Department

I have the honor to state that powers to grant Maternity leave to women employees , not exceeding two months, are delegated to the Senior Surgeon and the Director of Public Instruction under Art.196 M. S. R. As there are several women employees entertained as Opera -tives in the Sericultural Section of this Department and also as a Lady Weaving Demonstrator (sanctioned in G. O. No. D. 1790-91/Seri. 2-30 -20 dated the 11th August 1930) I request that similar powers may be delegated to the Director of Industries and Commerce also.

In this connection, I beg to state that Sri Puttamma, a Lady - Weaving Demonstrator applied for Maternity Leave for three months from 26th Octr. 1931 and that the same was sanctioned without extra cost, her work being ordered to be attended to by the Weaving Demonstrator attached to the Bangalore District in addition to his own. I request that my action may kindly be approved.

I have the honor to be,
Sir,
Your most obedient servant,

Rameshrao
2nd Director. absent from HQ
27/2 on tour

usc

Telegraphic Address.—"INDUSCOM."

GOVERNMENT OF MYSORE.

DEPARTMENT OF INDUSTRIES AND COMMERCE.

In reply please refer to
No. D2-94/31-32.
Encl, / medical certificate

FINANCIAL BRANCH 415-8 14 MAR 1932 GENL. & REV. SECTT.

OFFICE OF THE DIRECTOR,
Dated Bangalore, 11th March, *193* 2.

Ser 79-31-1(2)

FROM

N. RAMA RAO, Esq., B.A., B.L.,
Director of Industries and Commerce in Mysore,
Bangalore, (India.)

To

Rajasevaparayana
B. Srinivasiengar, Esq., B.A., B.L.,
Financial Secretary to the Government
of Mysore, Bangalore.

SIR,

Subject:- Maternity Leave - Lady Weaving Demonstrator - Sri Puttamma.

In continuation of my letter of even number dated 1st March 1932 requesting sanction to the grant of Maternity Leave for 3 months to Sri Puttamma, Lady Weaving Demonstrator, from 27th October 1931, I have the honour to state that the Demonstrator applied for extension of the leave by Furlough for one month and 15 days with effect from 27th January 1932. She was asked to support the application by a medical certificate. She has now produced a medical certificate dated 5th March 1932 from which it is seen that she will not be fit for duty for one month. I therefore request you to kindly obtain the sanctio of Government to the extension of the Maternity Leave of 3 months by Furlough on full average salary from 27th January 1932 to 5th April under article 198A, M.S.R. The medical certificate is herewith enclosed for reference.

I have the honour to be,
Sir,
Your most obedient servant,

N. Rama Rao

DIRECTOR.

DRR/KS)

HOSPITAL, BNGALORE.

192

LEAVE CERTIFICATE No. ____ L.

This is to certify that Sri Pullaiah ..... Govt weaver, ... Department is ill and unfit for duty and requires one month's leave ..... vacation

.....

.....

5.3.32

Surgeon,

..... Hospital.

Reference [illegible].S. App. F VI—G 2]

Med

SUBJECT .....

.....

.....

Diary No. of letter replied to .....

Section Seri.

File No. 79-31

Serial No. 2

General and Revenue Secretariat

( )

the 193 .

Proceedings of the Government of His Highness the Maharaja of Mysore.

Date of issue 16. 4. 1932.

Signed by Mgr. M.S.C.

Read—

Correspondence ending with letter no D2-94-31 dt 4th March 1932 from the Dir. of H. requesting sanction to the grant of combined leave for 4 months and 15 days of which 3 months will be maternity leave and the rest, furlough on full average salary, to Sri Puttamma Lady nursing Demonstrator, and requesting that he may empowered to grant Maternity leave to women employee of this Dept. for a period not exceeding two months.

Order thereon.—No.

Circular powers delegated to the Heads of Departments on the analogy of G.O. No. D8. 9. and

May this be—

(i) printed ?

(ii) treated as a standing order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the press ?

(vi) published in the Gazette, Kannada Part ?

The Senior Surgeon-

Orders. D.S. 35-24

The recommendations of the Dir. P.H. are sanctioned subject to the condition that the grant of such leave will be restricted to employees who are borne on the permanent establishment of the Dept.

subject to adpt. vide G.O. no D.P. 6529/3 A.H.B. 82-24-69 8.4.25.

2. The necessary additional to the Service Regulations agenda Kompada Mysore will be separately issued.

D. Secy

To

The Dir. P.H.

Compt. Secy to Govt.

Such leave should not exceed one month and should be granted in accordance with the work in the circle, without supernumerary -

List of Enclosure.

31/3

Copied by

Examined by

should be incurred in arranging for the work of the absentee, without reference to Government.

2. The necessary Agenda and Corrigenda to the Mysore Service Regulations will be separately issued.

9.4.32 9.4.32

Secretary to Govt.,
Development Department.

To

The Director of I. & C.
The Comptroller to Govt., Thro' F.D.

NB

6 copies

Proceedings of the Government of
His Highness the Maharaja of Mysore.

...

R e a d:-

Correspondence ending with letter No.D.2-94-31, dated the 11th March 1932 from the Dire ctor of Industries and Commerce requesting sanc ion to the grant of combined leave for four months and 15 days of which three months will be maternity leave and the rest furlough on full average salary, to Sri Puttamma, Lady Weaving Demonstrator, and requesting that he may be empowered to grant Maternity leave to women employees of his Department for a period not exceeding two months on the analogy/similar of power delegated to the Director of Public Instruction and the Senior Surgeon.

...

Order No. D 5/38-39
Sew 79-31-2
Bangalore, 16 Apl. 1932.

The recommendations of the Director of Industries and Commerce are sanctioned subject to the conditions that the grant of such leave will be restricted to employees who are borne on the permanent establishment of the Department and that no extra cost should

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS
THE MAHARAJA OF MYSORE.

Read:—

Correspondence ending with letter No.D.2-94-31, dated the 11th March 1932 from the Director of Industries and Commerce requesting sanction to the grant of combined leave for four months and 15 days of which three months will be maternity leave and the rest furlough on full average salary, to Sri Puttamma, Lady - Weaving Demonstrator, and requesting that he may be empowered to grant Maternity leave to women employees of his Department for a period not exceeding two months on the analogy of similar power delegated to the Director of Public Instruction and the Senior Surgeon.

—

Order No. D. 5138- 39/Seri 79-31-2

Bangalore, dated the 14th April 1932.

The recommendations of the Director of Industries and Commerce are sanctioned subject to the conditions that the grant of such leave will be restricted to employees who are borne on the permanent establishment of the Department, and that no extra cost should be incurred in arranging for the work of the absentee, without reference to Government.

2. The necessary Agenda and Corrigenda to the Mysore Service Regulations will be separately issued.

By order,
Secretary to Government,
Development Department.

To

The Director of Industries & Commerce in Mysore.
The Comptroller to Government through Financial Deptt.

BHL.6.

Appendix F G—1]

SUBJECT .....

.....

.....

Section S+A

File No. 133-32

Serial No. 1

Diary No. of letter replied to .....

No Draft a.c. slip to M. H 1916-29

To Page 64 Article 1

Substitute the following for the existing notes 1 (a) and (b)

General and Revenue Secretariat

( )

the 193 .

Date of issue 26/9/32

"Note 1(a). Heads of Departments specified in Appendix R. are empowered to grant Maternity leave to non-gazetted married women employees of their departments for a period of two months, which may in special cases, on production of medical certificates, be extended by another month. In the case of Gazetted Officers the

Signed by M Ashton

List of enclosures .....

Copied by .....

Examined by .....

P.T.O

are also empowered to
grant similar leave up
to one month to the gazetted
officers."

"(4). The Deputy Directors
of Public Instruction and the
District Education Officers
are empowered to grant for a period of two months
Maternity leave to the non-gazetted
married women employees of
the Department, to whom they
can grant other kinds of leave,
~~for a period of two months,~~
the an extra period of one month
being granted by the Director
of Public Instruction, in special
cases on production of a Medical
Certificate".

A/ 9.9.32 Mmg 11.9.32

Financial Secretary

XM 7/9

To The Comptroller
To The Director of Public Instruction } for information
To The Senior Surgeon
To The Director of Monstries and Commerce with
reference to G.O. no D 5138-39 Seri 79-31-2 D/16.4.32

EW

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE,

General and Revenue Secretariat,

No. 2(4)16-9 / SR 133-32-1 Dated, Bangalore, 26/9/1932

NOTIFICATION

Addenda and Corrigenda slip to Mysore Service Regulations.

Page 4 Article 196

Substitute the following for the existing note 1 (a) and (b)

" Note 1(a). Heads of Departments specified in Appendix A. are empowered to grant maternity leave to non-gazetted married women employees of their departments for a period of two months, which may in special cases, on production of medical certificate, be extended by another month. They are also empowered to grant similar leave up to one month to the gazetted officers."

"1(b). The Deputy Directors of Public Instruction and the District Education Officers are empowered to grant maternity leave for a period of two months to the non-gazetted married women employees of the Department, to whom they can grant other kinds of leave, an extra period of one month being granted by the Director of Public Instruction, in special cases on production of a medical certificate."

for Financial Secretary to Government.

To

The Comptroller to Government.
The Director of Public Instruction in Mysore
The Senior Surgeon of Mysore
} for information.
The Director of Industries and Commerce with reference to Govt. order No. D.5138-39 Seri.79-31-2 dated 16th April 1932.

mk.6 20.9.32